

DEPARTMENT OF

**HUMAN
SERVICES**



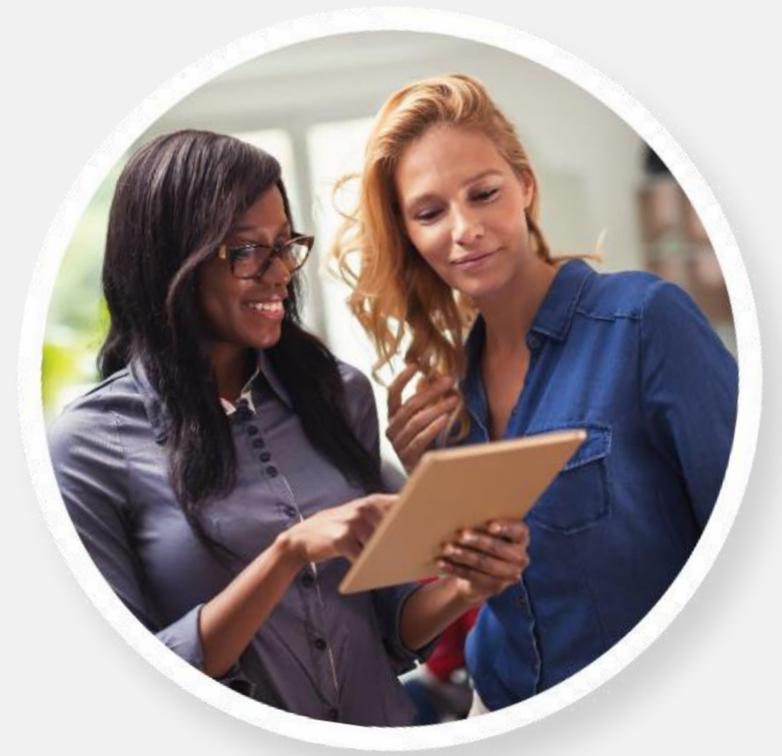
**CHILD CARE
TASK FORCE**



September 30, 2021

Agenda

- **Welcome & Introductions**
- **Purpose of the Task Force & Legislative Intentions**
- **Child Care Transformation – White Paper Recap**
- **Task Force Members Discussion**
- **Next Steps**
- **Adjourn**



Welcome & *Introductions*

Clarence H. Carter *Commissioner*

- Importance of Quality Child Care
- Members Self Introductions



Meeting Structure and *Deliverables*

Krisann Hodges
General Counsel



Meeting Structure & Deliverables

- Meeting Structure
- Deliverables
 - Engage Consultant
 - Interim Progress Report
 - Final Report – Strategic Action Plan
- Expires December 31, 2022



Purpose of Task Force & *Legislative* *Intentions*

**Sen. Becky Duncan
Massey**



**Rep. Patsy
Hazlewood**



Question

&

Answer

Child Care Transformation

White Paper Recap

Jude White
Assistant Commissioner



TDHS Child Care Services

Direct Supports for Families

- Child Care Payment Assistance
- Support in Selecting a Provider

Health & Safety Standards

- Child Care Licensing - Rules & Monitoring

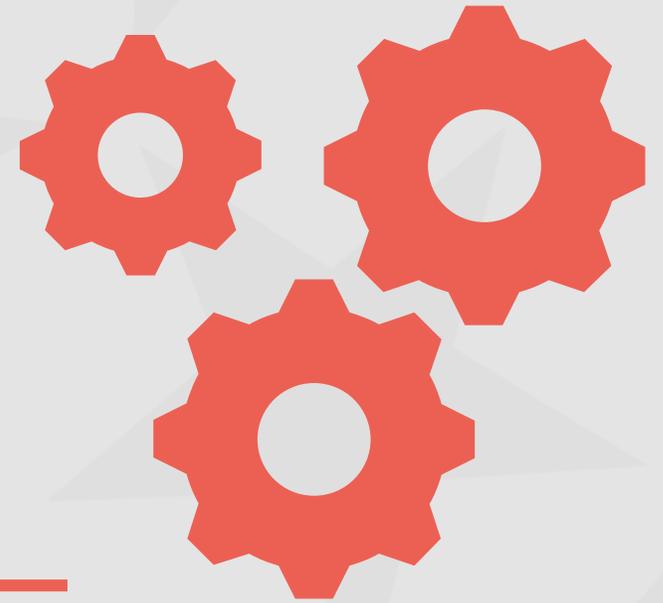
Quality Improvement Activities

- Annual Rating Score - Coaching/Technical Assistance

Partnering to Grow Child Care Resources & Availability

Child Care Vision/Goals

Improve Quality | Increase Access
Strengthen Business Efficiency



Our Child Care Why!

Every family should have access to
QUALITY care for children & adults

Transforming the Child Care Industry

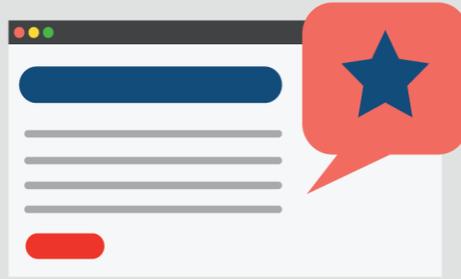
Transforming

- Childcare Workforce
 - Babysitters to Professionals
- TDHS Staff
 - Enforcers to Partners
- Report Card Process
 - Quality Rating to Quality Improvement
- Administrative Tasks
 - Cumbersome to Empowering
- Capacity
 - Childcare Obstructor to Childcare Creator
- Payment Assistance
 - Access to Care becomes Access to Quality
- Payment Assistance
 - Isolated Interaction becomes Continuity of Care

Stakeholder Engagement - Providers

In January 2019, the Child Care Services Director convened approximately 300 stakeholders to discuss the Child Care Certificate Program and subsidy rates.

JANUARY 2019



In August and September 2019, TDHS staff, providers, and partners were included in focus groups to give specific feedback about the big ideas for redesign of the QRIS

AUGUST 2019



FEBRUARY 2019

In February 2019, the Assessment Director convened a town hall meeting to discuss strengths and opportunities within the current quality assessment and rating program. A survey was also issued to child care providers and partners about their interest in small business training.



Stakeholder Engagement - Providers

Rules Revision Committee

Focus Groups

Surveys

Change Champions

Newsletters

- **Monthly Transformation Newsletter**
- **Modernization Monthly**



Stakeholder Engagement

DHS Staff

Developing our WHY and HOW Statements

Growing our Culture sessions

Partners

- Child Care Resource & Referral Network (CCR&R) - Signal Centers
- Association of Infant Mental Health in Tennessee (AIMHiTN)
- Governor's Early Literacy Foundation
- Community Foundation of Middle Tennessee
- Tennessee Early Childhood Training Alliance (TECTA)
- Tennesseans for Quality Early Education (TQEE)

Families



Increasing Partnerships with Workforce Development and Business Communities

TDHS is currently working to develop a Child Care Employer Toolkit, which will serve as a guide for partnering with employers and providing employer-sponsored child care for employees. Employers can support child care in a variety of ways:

- Operating an employer owned child care facility
- Providing financial support to an existing child care agency by paying operational costs
- Partnering with a child care agency to provide financial supports so the agency operates specifically for the children of the employer
- Creating child care incentives as part of the employees benefit package

Developing Employer-Based Child Care

A web of TDHS resources and supports can be tailored to fit the diverse needs of employers interested in establishing child care services for employees:

- Pre-Licensure Unit support
- Funding to assist with start-up costs
- Smart Steps tuition reimbursement
- Quality program supports
- Employee recruitment and support

New Pre-Licensure Support Unit

**TDHS' new Pre-Licensure Unit will help streamline processes
and increase support for child care providers**

Support new agencies throughout the child care licensing process

- Training that equips agencies to serve families *and* run successful businesses
- Guidance that ensures compliance with licensure rules and regulations

Grow child care capacity across the state

- Build partnerships with community and business leaders to assess child care needs and explore solutions and necessary supports
- Establish local contacts, facilitate effective and impactful connections
- Recruit prospective providers to increase the number of child care slots available

Growing Capacity: DECD Grant Funding

A new partnership between TDHS, the Tennessee Department of Economic and Community Development (DECD), and local development districts to expand the state's network of child care facilities.

- Provides assistance to center-based and home-based child care facilities
- Launches a pilot program to develop employer-based child care opportunities
- Supports capital expenses
 - New construction
 - Renovation
 - Expansion of existing child care spaces
- Partners are encouraged to braid DECD funding with TDHS Establishment Grants when possible

Growing Capacity: Establishment Grants

Agencies seeking licensure can...

Existing licensed agencies can...

- Apply for up to \$1,000 per slot of licensed capacity to be created
- Use funding to purchase items like furniture, supplies, materials, and curriculum

Administered in partnership with Childcare Tennessee, an initiative of Community Foundation of Middle Tennessee

Support provided through federal American Rescue Plan Act (ARPA) Child Care Stabilization Funds (*which provide resources to carry out activities that increase the supply of child care*)



Staff Reorganization

- Completed Early Summer 2021
- Disbanded Assessment Team
- Merged Functions into Licensing Consultant Role
- Created Program Reliability & Compliance Unit
- Increased Staff Supporting Child Care Payment Assistance

Quality Rating Improvement System (QRIS) Redesign

- Legislation Passed in 2021 Session
- Rules Moving Through Formal Review/Approval Process
- Monitoring Elements most Supportive of Child Outcomes - Health & Safety Factors, Teacher/Child Interactions
- Easy to Understand Rating System Supports Parent Choice

Technology Modernization

- Billing & Payments System
- Electronic Attendance Tracking
- E-Licensing System - Provider Portal
- Customer and Staff Portals

See White Paper for list of COVID Recovery and other Activities

Pre-licensure Unit launched August 1, 2021

October 2019 Initiatives

- 10% Overall Rate Increase for all categories of care
- 15% Rate Differential for serving children with disabilities or special needs
- Inclusion of Technical Assistance and Coaching to increase ability to serve children with special needs or disabilities
- WAGE\$® Increase to eligibility and supplement amounts
- Tech Goes Home provides equipment, technical assistance, and coaching to increase child care technical abilities
- Establishment/Expansion Grants – funding to support costs associated with increasing licensed capacity at new or existing agencies

Finalizing Child Care Stabilization Grant Process

Task Force Discussion

Clarifying Questions
Alignment and Adjustments



Next Steps

- **Monthly Meetings and Approach**
- **Election of first vice chair and second vice chair from among the private sector members**
- **Consultant RFP Process**



Adjourn